



TEACHER, ENGLISH LANGUAGE DEVELOPMENT  
CORRECTIONAL FACILITY  
Final Filing Date: CONTINUOUS

OPEN

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER      Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE      DEPARTMENTAL FOR:  
DEPARTMENT OF CORRECTIONS AND REHABILITATION

WHO SHOULD APPLY      Applicants who meet the minimum qualifications as stated below. Applications will not be accepted on a promotional basis.

HOW TO APPLY      Submit a Supplemental Application

By mail with:      or      In person with:

Department of Corrections and Rehabilitation      Department of Corrections and Rehabilitation  
Selection Services Section      Selection Services Section  
P.O. Box 942883      1515 S Street, Room 522N  
Sacramento, CA 94283-0001      Sacramento, CA 95814

Applications are available at the California Department of Corrections and Rehabilitation, Headquarters office, 1515 “S” Street, Room 522N, Sacramento, CA 95814, at any Division of Juvenile Justice facilities’ personnel office, the State Personnel Board’s website, www.spb.ca.gov and on our website, www.cdcr.ca.gov.

NOTE: Only applications with an original signature will be accepted.

APPLICATION DEADLINE/ REQUIREMENTS      Applications will be accepted on a continuous basis.

SALARY RANGE(S)      As of : **February 9, 2006**  
Range A:      **\$3,574 - \$4,342**  
Range B:      **\$3,738 - \$4,543**  
Range C:      **\$3,918 - \$4,759**  
Range D:      **\$4,102 - \$4,986**  
Range E:      **\$4,297 - \$5,218**  
Range F:      **\$4,503 - \$5,744**

A “9/12,” “10/12” or “11/12” pay plan may be available to the employee who elects to be employed under this plan, with the approval of the hiring facility. An employee who elects to be employed under the 9/12,” “10/12” or “11/12” pay plan receives the salary earned during a 9-month, 10-month or 11-month work year in 12 monthly installments. Further information regarding the plan will be available at the time of hire.

- BENEFITS
- Deferred Compensation Plans (Savings pool, 401k and 457 plans)
  - \$100 Monthly Bilingual Differential Pay (for those who are eligible)
  - Thirteen (13) paid holidays
  - Generous paid vacation/sick leave or annual leave
  - Jury duty/military/bereavement leave
  - Health, Dental, and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
  - Pre-retirement death benefit
  - Dependent Care Program
  - Long Term Insurance (CalPERS)
  - Home Loan Program (CalPERS)
  - Legal Services
  - Employee Assistance Program
  - License or certificate renewal fee reimbursement (Actual Cost)
  - California Public Employees' Safety Retirement System (Exempt from paying into the Federal Social Security System)

MINIMUM QUALIFICATIONS      Possession of:  
A basic teaching credential      and  
Possession of one of the following credentials or certificates:  
1. A Multiple or Single Subject Credential-Bilingual Cross-cultural Emphasis  
or  
2. Bilingual Cross-cultural Specialist  
or  
3. Bilingual Certificate of Competence  
or  
4. Language Development Specialist Certificate  
or  
5. Bilingual Certificate of Assessment Competence (Spanish/English)

NOTE: All applicants must possess a valid California Teaching Credential issued by the Commission on Teacher Credentialing.

MINIMUM QUALIFICATIONS (CONTINUED)	<p>Applicants who do not possess the required credential or one of equivalent authorization may take the examinations but <u>must have on file with the Commission on Teacher Credentialing an application for an appropriate credential</u>. At the time of application for the examination, <u>applicants must present written verification that the appropriate listed credential or its' equivalent is being processed or will be authorized</u>. No appointments will be made to permanent positions with an Emergency Credential. After issuance, the credential is the responsibility of the holder and must be maintained by completion of any Commission on Teacher Credentialing requirements.</p> <p><b>NOTE: Applicants must submit copies of their credential(s) and valid license at the time of application.</b></p> <p><b>Special Requirements:</b> Must be willing to continue their educational development; work in a State correctional facility; participate in group-oriented treatment programs; maintain an empathetic and objective understanding of youthful offenders; demonstrate teaching ability or potential for teaching; emotional stability; tact; patience; open-mindedness; and high moral standards.</p> <p><b>Special Physical Characteristics:</b> Must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of youthful offenders. Assignments during tour of duty may include sole responsibility for the supervision of youthful offenders and/or the protection of personal and real property.</p> <p><b>Conditions of Pre-Employment:</b> Pursuant to the Montoya School Safety Act of 1997, all persons offered employment with the California Department of Corrections and Rehabilitation's Juvenile Justice's Education Services Branch shall undergo a thorough background investigation prior to appointment. Pursuant to Education Code Section 45122 and Penal Code Sections 677 and 1192, <b>"No person who has been convicted of a violent or serious felony shall be employed by a school district."</b></p>
EXAMINATION PLAN	<p><b>INTERVIEWS WILL NOT BE HELD.</b> This examination will consist of a supplemental application weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the supplemental application. The supplemental application is designed to elicit a range of specific information regarding each candidate's knowledge, abilities, and potential to effectively perform the duties relative to the classification.</p> <p><b>RETURN OF THE SUPPLEMENTAL APPLICATION IS MANDATORY.</b> Candidates who do not return the completed supplemental application will be eliminated from this examination.</p> <p style="text-align: center;"><b>Supplemental Application -- Weighted 100%</b></p> <p><b>Scope:</b> Emphasis in the examination will be on measuring competitively, relative to job demands each candidate's:</p> <p><b>A. Knowledge of:</b></p> <ol style="list-style-type: none"><li>1. Principles and methods of teaching</li><li>2. Principles of educational psychology as applied to their teaching</li><li>3. Current trends in educational methods</li><li>4. Remedial teaching techniques and adapting instruction to student deficiencies</li><li>5. Emotional problems of students at State correctional facilities</li></ol> <p><b>B. Ability to:</b></p> <ol style="list-style-type: none"><li>1. Provide leadership and motivation to youthful offenders</li><li>2. Teach and supervise these individuals</li><li>3. Work effectively with other disciplines</li><li>4. Gain the interest, respect, and cooperation of students</li><li>5. Develop socially acceptable attitudes in students</li><li>6. Communicate effectively</li><li>7. Analyze situations accurately and take effective action</li><li>8. In some positions speak fluently one or more variations of a specified second language in addition to English</li></ol>
ELIGIBLE LIST INFORMATION	<p>A separate eligible list will be established to fill vacancies for each institution on the attached listing. Names of successful candidates are merged into the list(s) in order of final scores, regardless of date. Eligibility expires <b>12</b> months after establishment, unless the needs of the service and conditions of the list(s) warrant a change in this period.</p>
POSITION DESCRIPTION AND LOCATION(S)	<p><b>A Teacher - English Language Development, (Correctional Facility)</b> helps youthful offenders committed to the California Department of Corrections and Rehabilitation prepare to become productive and contributing members of society by instructing them in academic subjects, literacy skills, cultural diversity, career awareness and preparation, personal coping skills, and by helping them to develop socially acceptable attitudes and interests. A teacher gives both individual and group instruction according to the student's written Individualized Education Program (IEP) and is expected to participate as a member of a Student Consultation Team (SCT) and/or an IEP team meeting when requested. Some typical teacher tasks are: performing diagnostic and prescriptive planning; preparing courses for study and daily lesson plans; planning use of materials and equipment; counseling; helping students set and meet educational needs and goals; participating in program evaluation; administering achievement and interest tests; writing evaluations; monitoring and documenting student progress; recording and maintaining educational records; participating in student case conferences; participating in curricular development and revision; participating or conducting extracurricular programs; supervising teaching assistants or other class aides when assigned; and performing other related duties. Teachers are an integral part of the team concept. They may work as a member of an interdisciplinary treatment team that combines the services of staff in the custody, academic, vocational, psychiatric and casework areas. A teacher provides educational information which helps team members make better decisions to meet student treatment needs.</p> <p>Positions exist with the California Department of Corrections and Rehabilitation's Division of Juvenile Justice on the attached list.</p>
VETERANS POINTS/ CAREER CREDITS	<p>Veteran's Preference Points will be granted in this examination. Due to changes in the law, which were effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive Veteran's Preference Points. Career credits will not be granted in this examination.</p>

GENERAL INFORMATION

**Applications are available at** the California Department of Corrections and Rehabilitation, Headquarters office, 1515 “S” Street, Room 522N, Sacramento, CA 95814, on our website, [www.cdcr.ca.gov](http://www.cdcr.ca.gov), or on the State Personnel Board’s website, [www.spb.ca.gov](http://www.spb.ca.gov).

**Examination Locations:** If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by a competitive examination, regardless of date, must be used in the following order:  
1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

**The Department of Corrections and Rehabilitation** reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

**Veteran’s Preference:** California law allows the granting of Veteran’s Preference Points in Open Entrance and Open, Nonpromotional Entrance examinations. Veterans Preference Points will be added to the final score of all competitors who are successful in these types of examinations and qualify for and have requested these points. Credit in Open Entrance examinations is granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in Open, Nonpromotional Entrance examinations is granted as follows: 5 points for veterans; and 10 points for disabled veterans. Directions to apply for Veterans Preference Points are on the Veterans Preference Application (Std. Form 1093) which is available from State Personnel Board, P.O. Box 944201, Sacramento, CA 94244-2010 and the Department of Veteran’s Affairs, P. O. Box 942895, Sacramento, CA 94295-0001.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545  
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929  
[www.cdcr.ca.gov](http://www.cdcr.ca.gov)

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS

**NORTHERN REGION**

**SAN JOAQUIN COUNTY AREA**

DeWitt Nelson Youth Correctional Facility  
7650 South Newcastle Road  
Stockton, CA 95213-9003

N. A. Chaderjian Youth Correctional Facility  
7650 South Newcastle Road  
Stockton, CA 95213-9014

O. H. Close Youth Correctional Facility  
7650 South Newcastle Road  
Stockton, CA 95213-9001

**AMADOR COUNTY AREA**

Preston Youth Correctional Facility  
201 Waterman Road  
Ione, CA 95640

**CENTRAL REGION**

**SAN LUIS OBISPO COUNTY AREA**

El Paso de Robles Youth Correctional Facility  
4545 Airport Road  
Paso Robles, CA 93447-7008

**SOUTHERN REGION**

**VENTURA COUNTY AREA**

Ventura Youth Correctional Facility  
3100 Wright Road  
Camarillo, CA 93010

**LOS ANGELES COUNTY AREA**

Southern Youth Correctional Reception Center and Clinic  
13200 South Bloomfield Avenue  
Norwalk, CA 90650

**SAN BERNARDO COUNTY AREA**

Heman G. Stark Youth Correctional Facility  
15180 Euclid Avenue  
Chino, CA 91710